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ABSTRACT

This report illustrates the accomplishments of the Kansas Advisory Committee on Hispanic Affairs (KACHA) during 1987. The Committee was established in 1974 as the Kansas Advisory Committee on Mexican American Affairs to provide opportunities for Hispanic advancement in Kansas. The committee name was changed in 1986 to include the entire Hispanic community. This report gives a brief history of the agency. Activities described concern: (1) the Kansas Hispanic Information Network; (2) La Vaz Del Llano newsletter; (3) the Governor's Advisory Committee on Hispanic Affairs; (4) monitoring of legislation; (5) government liaison; and (6) fundraising efforts. During 1987 KACHA was involved in activities concerning aging, the Immigration Reform and Control Act of 1986, legal and civil rights disputes, economic development, education, youth, employment (including the Hispanic State Employees Survey), health and social welfare, housing, and cultural events. The report concludes with recommendations for the future. (KS)

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KANSAS ADVISORY COMMITTEE

ON HISPANIC AFFAIRS

1987 ANNUAL REPORT

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KANSAS DEPARTMENT OF HUMAN RESOURCES

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1987 Annual Report

Advisory Committee on Hispanic Affairs
Marc Marcano, Executive Director

July, 1988

1987
Kansas Advisory Committee on Hispanic Affairs
Annual Report

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1987
Annual Report
Kansas Advisory Committee on Hispanic Affairs

Introduction

The purpose of this report is to illustrate the accomplishments of the Kansas Advisory Committee on Hispanic Affairs (KACHA) during 1987. KACHA works in seven general areas: aging; administration of justice; economic development; education; employment and labor; health and social welfare; and housing. Some special services which KACHA provides related to these areas include monitoring legislation; continuing the Kansas Information Network; acting as a government liaison; researching grant and funding opportunities for community based organizations; and acting as a statewide referral agency.

This report is divided into five sections: KACHA History, Activities; Accomplishments (listed by topic); Recommendations for the Future; and the Conclusion.

1987
Kansas Advisory
Committee on Hispanic Affairs

Agency History

The Kansas Advisory Committee on Mexican American Affairs (KACMAA) was established in 1974 to eliminate official neglect of the Hispanic community and to provide opportunities for Hispanic advancement in Kansas. On July 1, 1986, the name of (KACMAA) was changed to the Kansas Advisory Committee on Hispanic Affairs (KACHA). Because there was a large influx of Hispanics from many different countries the KACHA advisory board and the community recommended to the legislature a name change to be all inclusive of the Hispanic community.

By 1974 Mexican immigrants who came to Kansas escaping their country's revolution or poverty had contributed immensely to the state's economy. The fact is, Mexican American labor was an invaluable asset to the railroad industry which was continually in need of manpower. Moreover, Mexican Americans comprised almost the entire labor force in the sugar beet industry, contributing to the state's economy. Yet, this significant segment of the Kansas population had recieved no recognition for their substantial contribution and were often victims of discrimination in the areas of housing, employment, and education. KACMAA's formation in 1974 was a step in the right direction for the state of Kansas and for Kansas Hispanics. Together many positive contributions have been made in the development of Kansas.

In 1976 Executive Reorganization Order No. 14 reaffirmed the state's committment to Kansas Mexican Americans by maintaining KACMAA's existence and placing it under the jurisdiction of the Secretary of Human Resources. The agency's statutory responsibilities were expanded by the 1979 Legislature to include KACMAA assisting the Kansas Department of Education in the state bilingual education program (K.S.A. 72-9510, 74-6504).

The 1980s bring a new wave of Hispanic immigrants to Kansas. Many of them are employed in the developing meat processing industry. There are Iowa Beef plants in Holcomb, and Emporia; National Beef in Liberal; Excel in Dodge City and Wichita; and Val Ag in Garden City. In addition, new activity in the growing of vegetables and fruits in the Kaw River Valley has brought more Hispanic migrant workers to the area. Construction work in Wyandotte county has also added to the influx of Hispanic migrants workers in Kansas.

The increasing concentration of Hispanics in certain areas of the state will undoubtedly cause an overload on the local housing, education, and health systems. Lessons learned from the past should help Kansas government, the corporate sector, and Kansans build an alliance to search for and develop strategies to meet these challenges.

1980
U.S. Census Bureau Report
Kansas Hispanic Population By Type of Origin

	Mexican	Puerto Rican	Cuban	Other Spanish
Population of Hispanic Origin in Kansas	49,917	2,918	926	9,578
Percent of Kansas Population	79%	5%	1%	15%
Percent of Total Population of Kansas	2.1%	0.1%	--	0.4%

1987
Kansas Advisory Committee on Hispanic Affairs

Activities

Kansas Hispanic Information Network

KACHA disseminated current information to a network of individuals and organizations in an effort to provide a link to programs and activities concerning Kansas Hispanics. This information was made available through newsletters, KACHA board meetings, the KACHA Resource Directory and special informational mailings.

LA VOZ DEL LLANO

The agency's quarterly newsletter provides information on a variety of subjects to a mailing list of 7,000 Hispanics, state officials and other individuals. La Voz Del Llano publishes articles that are of interest on local, state, and national issues to keep the Hispanic community up to date on their concerns.

1987
La Voz Del Llano
Article Subject Distribution

Quarterly Issue

Rank	Subject	April	July	December	Total	Percent
1	Education	4	6	6	16	29%
2	Network Information	1	10	3	14	14%
3	Cultural	1	2	3	6	12%
4	Aging	0	3	2	5	10%
5	Government	2	2	0	4	7%
6	Labor	1	2	0	3	6%
7	Health and Social Welfare	1	1	1	3	6%
8	Administration of Justice	0	1	1	2	4%
9	Calendar of Events	1	1	0	2	4%
10	Legislative Updates	1	1	0	2	4%
	Total	12	29	16	57	100%

Governor's Advisory Committee On Hispanic Affairs

Information was presented at the quarterly board meetings of the Governors' Advisory Committee on Hispanic Affairs. The seven members of the board are appointed by the governor and represent each congressional district in Kansas as well as two at-large positions. Serving voluntarily, each member added to the resource pool from which the agency drew support in 1987. The committee meetings allowed the agency to provide the members with relevant information to report to their communities.

Each board member plays an integral role in the function of the agency, especially in program direction and evaluation. The board held four public meetings in 1987 during which time was provided to give the public an opportunity to comment and to ease two-way communication.

The seven members of the KACHA board are active within their respective communities. This is important because it gives them an opportunity to meet many people and share information and ideas.

Congressional District No. 1 Board Member: Jose Olivas has been employed since 1974 as a community developer with the Western Kansas United Methodist Mexican Ministries. Jose is active in the American G.I. Forum and is a past state chairman. He currently serves as treasurer of the Ulysses chapter. Jose was instrumental in forming the Ulysses Grant County Hispanic Parents for Education Organization.

Congressional District No. 1 At-Large Board Member: Anna Ramirez Gallardo of Garden City is a graduate of the Kansas State Law Enforcement Center and is employed as an investigator by the Finney County Sheriff's Department. She is active in the American G.I. Forum chapter of Garden City and serves as chairperson of the scholarship committee. Additionally, she is the Kansas State Womens American G.I. Forum recording secretary.

Congressional District No. 2 Board Member: Antonio "Tony" Augusto of Topeka is the director of the Kansas Office of Minority Business within the Kansas Department of Commerce. Tony serves on various boards which include the Girls Club, United Way Community Relations Committee, and the League of United Latin American Citizens Senior Center. He serves as chairman of the senior center board and is active in the Topeka American G.I. Forum chapter.

Congressional District No. 3 Board Member: Lupe Gonzalez is employed as a deputy license inspector for the city of Kansas City. Lupe was instrumental in founding the Greater Kansas City

Congresso of Hispanic Organizations and was the founding director of Kansas City's SER Job for Progress. He is also active in KAHO and the American G.I. Forum chapter of Kansas City.

Congressional District No. 4 Board Member: James Garcia is the owner of Garcia Construction Consultants and manager of Connie's Mexico Cafes in Wichita, Kansas. He is the current chairperson of the KACHA board and serves on the board of EL PERICO, the bilingual newspaper of the United Methodist Urban Hispanic Ministries.

Congressional District No. 4 Board Member: Charlene Albert is from Hutchinson and is employed by the Hutchinson Unified School District. She is a board member of the Reno County Food Bank and the Drug Enforcement Task Force. She also works with the Hutchinson Community College Education Television Station to provide bilingual-bicultural programs.

Congressional District No. 5 Board Member: Jeannie Chavez-Martinez owns a successful preschool, the Lollypop Tree Education Center in Parsons. Currently she is a student at Washburn University School of Law. Jeannie is committed to the Hispanic community and is president of the Kansas Association of Hispanic Organizations.

Monitoring of Legislation

To create a flow of relevant information to Kansas Hispanics KACHA produced three issues of the KACHA Legislative Bulletin. Two of the bulletins updated readers on particular bills and legislative action during the 1987 Session. The third bulletin provided information on the final status of pertinent bills acted upon during the session and on topics studied during the 1987 interim session. These bulletins are mailed to a statewide list of 200 Hispanic leaders and organizations, requesting them to share the information at the grass roots level.

During 1987 KACHA continued to monitor and analyze proposed legislation in Topeka. In an effort to educate legislators on the effects of certain legislative proposals, KACHA provided testimony before legislative committees.

In 1987 KACHA testified on behalf of the Hispanic community in relation to funding for bilingual education, the Kansas Commission on Civil Rights, pupils at risk, selective admissions, death penalty, small and minority business, vital statistics and other bills of concern to the Hispanic community. These bills included:

S.B. 178 which proposed English as the official language of Kansas. The Hispanic community united to help defeat this bill which could potentially divide the Spanish speaking community from the English speaking community. This bill is perceived by the Spanish speaking as a form of censorship. There were many phone calls, letters, and meetings with Senators to inform them of the public sentiment and implications of the bill.

House Concurrent Resolution 5018 is the same as S.B. 178. This resolution was not put on the committee calendar for a hearing and did not come up for consideration during the session.

H.B. 225 authorized the budget for the Department of Education and the Bilingual Education program. Starting at $645,000 for FY 1988, an effort to eliminate Bilingual Education by some representatives was considered. A collective effort between the Kansas Council on Bilingual Education and KACHA managed to restore funding at $545,859, with a proviso that money will not be given to any LEP student who has been in the program for more than three years. H.B. 225 was further cut to meet the reduced state budget of $52,000,000. The bill was signed by the governor on May 15, 1987.

H.B. 2427 also concerned bilingual education by affecting definition of the program and defining and requiring the employment of qualified teachers. This bill was signed by the governor on April 16, 1987.

H.B. 2368 outlined the Kansas High School Warranty Act. On March 16, 1987, this bill was withdrawn from the Federal and State Affairs Committee and rereferred to the Committee on Education.

H.B. 2272 appropriated funds for the Department of Human Resources, including the KACHA budget. The governor signed this bill on May 15, 1987.

H.B. 2186 severely restricts compensation for bilateral carpal tunnel syndrome and other "repetitive use" injuries in opposite extremities, paying the worker scheduled benefits based upon functional impairment regardless of work disability. This represents a negative affect on benefits offered to the large number of Hispanic employees of meat packing companies. The governor approved this bill on March 9, 1987.

GOVERNMENT LIAISON

KACHA served as a liaison betweeen the Kansas Hispanic community and the executive, legislative, and judicial branches of state government during 1987. KACHA's role was accomplished through regular meetings with state officials, by participating on state task forces and advisory boards, interacting with local community based organizations, and attending Hispanic community functions.

KACHA's participation in Kansas community events is important to the liaison function as it provides a close working relationship between state government and the Hispanic community as a whole.

During 1987 KACHA participated in the Kansas American G.I. Forum State Convention; sponsored the Hispanic Youth Leadership Symposium; attended Hispanic celebrations, naturalization ceremonies, and United States constitution celebrations in Kansas; participated in meetings of the Kansas Migrant Coordinating Council, Hispanic Development Fund, Harvest America Corporation, Kansas Minority Task Force On AIDS; League of United Latin American Citizens of Kansas, the Kansas Association of Hispanic Organizations (KAHO), and the Immigration Task Force; attended migrant hearings; and helped plan the Governor's Conference on Aging.

KACHA provided assistance to a great number of Hispanics from various areas of the state. Many members of the Kansas Hispanic community believe KACHA is the most approachable office in state government and, as a result, begin their search for information and general support by contacting KACHA staff. In 1987 KACHA provided important information on employment opportunities; immigration; services of various state agencies and local organizations; current issues in state and federal legislation; and statistics on Hispanics. KACHA also provided support to community members through congratulatory letters, letters of recommendation and organization support letters.

KACHA provided translation services to other state agencies and legislators and distributed information on appointments that were to be made in 1987 to the boards, commissions and committees assisting the governor, legislature and state agencies of Kansas. KACHA and the Hispanic community specifically supported Governor Mike Hayden's appointment of Esther Wolf, Secretary of Aging; Jose de la Torre, Special Assistant for Public Liaison; and B.A. Villarreal, Chairperson and Commissioner of the Kansas Commission on Civil Rights.

Fundraising Efforts

KACHA committed a significant portion of its 1987 program to the development and utilization of its technical expertise in the area of fundraising for community groups. During the last eight years federal sources have dwindled, making these funds more competitive. KACHA assisted the following organizations so they could better serve their communities.

1987
KACHA
Proposal Writing Technical Assistance
Provided

Agency Name and Grant Amount	Grantor	Purpose
Harvest America Inc. ($100,000)	U.S. Health and Human Services	Migrant/Seasonal and Rural Poor
Kansas Association of Hispanic Organizations ($2900)	Adolph Coors Company	Hispanic Heritage Week Activities
Folklore Topicano Dance Troupe ($500)	Adolph Coors Company	Folkloric Dance Workshop
Kans. Dept. of Health and Environment ($200,000)	U.S. Health and Human Services	Infant Mortality Blacks and Hispanics
Hispanic Development Fund ($200,000)	Hallmark Foundation	Educational Scholarships and Community Initiatives
KAHO ($200)	Hispanic Development Fund	Hispanic Heritage Week Activities

1987
Kansas Advisory Committee on Hispanic Affairs (KACHA)

Accomplishments

Aging

KACHA served on the steering committee of the 12th Annual Governor's Conference on Aging. The steering committee began meeting in November to plan the three-day conference, held May 20-22, 1987, at Washburn University. Through its position on the steering committee, KACHA was able to ensure that publicity was printed both in English and Spanish and shared with the Hispanic community. The agency announced the Spanish speaking sessions of the conference through La Voz del Llano. One article in the April issue promoted the conference and published the conference registration form. An article in the July issue entitled, "Governor's Conference On Aging Outstanding", recapped the conference and praised it for its success.

The conference's opening session featured Governor Mike Hayden's presentation of Esther Valladolid Wolf as his newly appointed Secretary on Aging and Jose de la Torre as his Special Assistant for Public Liaison. Dr. Carl Menninger, Chairman of the Board of the Menninger Foundation, was the conference's keynote speaker.

Professor Bill Piatt of the Washburn University School of Law Clinic spoke to participants about "Immigration and Your Rights". Guillermo Barreto Vega, M.A. of Wichita, presented "Nutrition and Ethnicity: The Advanced Years". Pat Donahue of the Kansas Legal Services presented "Medicare: Your Rights as an Insured". Betty Fromhold, Consumer Specialist at the Wichita Energy Center, gave helpful tips on saving energy money in the home during her session entitled, "Energia: Como Salvar Dinero". Joyce V. Romero of the Kansas Power and Light Gas Service Company in Topeka presented "Minority Senior Citizens As Advocates". All sessions were either provided in Spanish or in an English/Spanish format.

Conference figures show that there were over 800 registered participants at this year's conference. This conference put special emphasis on meeting the needs of both consumers and care providers. The purpose of this concept was to allow an exchange of ideas which will, hopefully, translate into better programs and services for the senior citizens of Kansas.

Administration of Justice

KACHA activities in 1987 concerning administration of justice included attending conferences to study the effects of the Immigration Reform and Control Act of 1986; specifically to become familiar with the provisions for amnesty and employer sanctions. KACHA referred individuals to attorneys and to

qualified designated entities for legalization and amnesty counseling and processing of applications. KACHA also consulted with employers primarily of farmworkers about legalization and sanctions.

Disputes

KACHA assisted in a case of alleged excessive force by police and abuse in an incident involving Hispanic citizens in Garden City. With KACHA's help, a Citizen's Concern Committee was developed. This committee requested the assistance of the U.S. Department of Justice Community Relations Office which resulted in a solution satisfactory to both the Garden City police department and the Hispanic community.

In addition, KACHA assisted with disputes about discrimination in employment in conjunction with the Kansas Commission on Civil Rights. KACHA also helped solve a dispute over penal conditions brought about by Hispanic inmates and their families.

Economic Development

The economic development of the Kansas Hispanic community has always been an important activity for KACHA. As in past years KACHA featured economic development articles in La Voz Del Llano. In 1987 feature articles on economic development included "Franchise Systems" and articles on two minority business advocates, Bill McCray and Bennett Levy. These articles were in the format of "Tony's Corner", a series of articles written by Antonio Augusto, Director of Minority Business.

KACHA attended the Office of Minority Business 3rd Annual Trade Show and Conference. The event entitled "Market Place 87" was designed to stimulate small minority and women owned businesses as well as making procurement opportunities known to the public and private sector in Kansas and the surrounding area.

Education

A fervent hope in Kansas Hispanic families is to provide its youth with a fine education. Existing research on Hispanics in higher education indicates that Hispanics are underrepresented nationwide in colleges and universities and as a group possess a lower educational attainment level than the general population. The higher education enrollment and attainment level of Kansas Hispanics appears to follow the national trend.

According to the 1980 Census, only 3.1 percent of Kansas Hispanics 25 years old or older completed high school as compared to 17 percent of the total population 25 years old or older in Kansas. This, along with a total of 287 high school dropouts for the 1986-1987 school year, is the reason KACHA chooses to focus attention on education.

1986-1987
Kansas Hispanic High School Dropouts

Sex	Hispanic	Blacks	Whites	Other
Male	172	320	2,118	77
Female	115	259	1,813	60
Total	287	579	3,931	137

The statistical information was taken from the Superintendent Report Section of the Organization Report as filed by the districts in September 1987.

In 1987 KACHA advocated for equity in the Kansas Educational system for Hispanics by supporting bilingual programs and by coordinating legislative efforts with state education officials. In addition, KACHA worked closely with school organizations such as Upward Bound, Kansas Association for Bilingual Education, Bilingual Education Task Force and the Kansas Council on Bilingual Education. KACHA is involved with two programs designed to promote educational excellence: the Hispanic Youth Symposium and Career Days.

Hispanic Youth Symposium

KACHA and the University of Kansas Office of Minority Affairs sponsored the Second Annual Kansas Hispanic Youth Symposium, held on October 21, 1987. The theme of the conference was "Education: the Door to the Future".

The purpose of the symposium is to encourge Hispanic students to graduate from high school and to pursue a post-secondary education. The symposium also provides students an opportunity to meet with Hispanic role models from different career paths.

The Hispanic Youth Symposium was extremely successful with over 600 attendees. KACHA received many compliments about the program from sponsors and attendees. The 1988 Symposium, to be held at the Emporia State University, is already in the planning stages.

Career Days

KACHA and the Western Kansas Community Service Consortium sponsored "Career Days", which developed out of the "Hispanic Youth Symposium". Their purpose is also to encourage Hispanic youth to pursue a post secondary education and an opportunity to meet Hispanic role models from different career paths. Career Days are mini versions of the youth symposium for students grade 10 through 12 from the surrounding area of the host college. Many of the junior college level schools utilize this concept because their programs lack outreach to Hispanic students. Community colleges in Liberal, Garden City, Dodge City and Hutchison participated in the program. The LULAC National Education Service Center of Garden City and Kansas City, St. Mary of the Plains College and the Southwest Kansas Area Vocational School also participated in career days. Over 500 students and sponsors participated in these events.

Employment

KACHA actively worked in the area of employment by helping individuals with employment issues and by including employment related data and information in the newsletter. In 1987 KACHA continued its Hispanic Job Bank Service, published the Hispanic State Employee Survey and participated in the State Employment and Training Council.

KACHA has cataloged a list of state and federal opportunities and has sent this information to community based organizations. On occasion employers contact KACHA who are specifically looking for minorities to fill positions.

In October of 1987 KACHA released the Hispanic State Employees Survey. The purpose of the survey was to profile Hispanic state employees, to examine their role in Kansas state government and to identify any particular problems they face as a group. One of the subjects researched was the type of work Hispanic state employees are doing.

KACHA
Kansas State Hispanic Employees Survey
1987
Type of Work

Position	Number of Hispanics	Percent of Hispanic Employees
Officals and Administrators	11	6.1%

Kansas State Hispanic Employees Survey, continued

Technicians	13	7.2%
Service and Maintenance	17	9.4%
Professionals	25	13.0%
Social Services	32	17.7%
Office and Clerical	52	28.7%
Other	31	17.1%

The research found that Kansas state employees are concerned with the high concentration of Hispanics in low paying, low status positons; lack of promotions within the state system; below standard education opportunities; and employment discrimination. The survey results indicate that Kansas Hispanic state employees suffer less from these problems when compared to national employment data on the Hispanic population, yet, the results indicate a need for improvement.

Health and Social Welfare

KACHA participated in committees and conferences concerning health and social welfare. The KACHA Executive Director attended the Developing Minority Health Strategies conference in Washington D.C. as a requirement for funding a grant proposal from the U.S. Department of Health and Enviroment addressing minority infant mortality.

KACHA staff was involved in committees such as the Social and Rehabilitation Service's Home and Community Based Services and the Community Task Force on AIDS. Through this involvement KACHA staff can articulate the concerns of the Hispanic community in regards to health care.

La Voz Del Llano also featured articles that spoke to many health service issues and concerns. Some of them included "LIEP Assistance Program", "How To Live With The Heat", and "Sanitation Standards for Employers of Migrant Farm Workers".

Housing

Along with the Topeka Housing Information Center and fifty other organizations, KACHA co-sponsored the Kansas Conference On Housing. Over 300 people attended the conference held in Topeka on November 12, 13, and 14, 1987. The theme of the conference was "Public and Private Places and Faces".

The purpose of the conference was to focus on the state's housing problems. Some of the major areas of concern addressed included housing for the poor and disabled; the homeless; the impact of recent tax law changes on housing; investing and tax shelters; fair housing urban and rural; housing for the elderly; and long range community planning.

KACHA coordinated with Harvest America Corporation to ensure proper utilization of the state weatherization program as administered by Harvest America in eighteen counties in southwest Kansas and Wyandotte county.

Cultural Events

Governor Mike Hayden proclaimed (Sept. 13-19) as Hispanic Heritage week in Kansas. KAHO, in conjunction with KACHA, hosted the Third Annual Hispanic Heritage Week Reception at Cedar Crest, the Governor's mansion in Topeka. Guests from all areas of Kansas were able to meet with the governor and members of his cabinet, legislators, and other state officals to celebrate this momentous occasion, to recall and recognize the achievements of the Hispanic community, and to celebrate our Hispanic heritage.

Because the Midwest has traditionally been deprived of varied professional entertainment for Hispanics, KACHA served as a coordinator of a theater production entitled "Orinoco". Orinoco was presented at the Folly Theater of Kansas City, Missouri, and at Kansas State University in Manhattan by the Bilingual Foundation of the Arts Theater/Teatro De Los Angeles, California, on October 29-30 at the Folly and November 5 at K.S.U.

The Mid America Arts Alliance, funded by the Ford Foundation, made it possible for this production to tour Arkansas, Kansas, Missouri, Nebraska, Oklahoma, and Texas. Additional funding was provided by Hallmark's Hispanic Development Fund for the Folly Theater production.

The purpose of the project was to foster professional minority theater touring and its presentation to diverse audiences. "Orinoco" was unique because it was performed in both English and Spanish. The play featured Carmen Zapata, founder of the Bilingual Foundation of the Arts.

"Orinoco" is the start of what may be a series of events highlighting the works of contemporary Hispanic artists. The Hispanic community supported these performances with their attendance and it is hoped theater and entertainment centers will continue to provide programs they enjoy. The Advisory Committee on Hispanic Affairs is proud to have been involved with "Orinoco" and will continue to work to bring cultural events to Kansas which highlight the Hispanic Arts.

Conclusion With Recommendations for the Future

1987 has been another example of what can be accomplished by Kansas Hispanics through the united efforts of KACHA, private business, community based organizations, state and federal governmental agencies, and elected officials. KACHA has co-ordinated its efforts with these organizations for the purpose of promoting and advocating the well being of Hispanics and all Kansans.

KACHA believes that only through a close relationship between state government and community leaders can we achieve progress for all Kansas Hispanics. KACHA continues its committment to promote better quality opportunities in education, employment, housing, economic, and health and social welfare programs.

KACHA further believes that, if adopted into current policy, the following recommendations will prepare Kansas Hispanics for the challenges of tomorrow and hopefully a better future.

General Education

Studies and surveys indicate a low achievement level in the basic skills among Hispanics and other minorities. This is exemplified by the startling Hispanic drop out rate of 50% nationwide and 25% statewide and extreme under-representation of Hispanics in institutions of higher learning.

The Kansas State Board of Education, our legislature, the Kansas Board of Regents, and local school boards should jointly consider upgrading school curricula to stress higher achievements in the basic skills: reading, writing, math, and sciences. All youth must acquire a solid foundation in these learning disciplines in order to meet the exceedingly demanding technological challenges of the coming decades.

> The state board of education should direct school districts to adopt policies ensuring that 1) Parents of high school students are informed of the regents' preparatory curriculum; 2) Parents are involved in the course selection process; 3) Parents are updated on student's progress in their course of study; and 4) Parents be counseled on how they can maximize their children's achievement in school.
>
> Kansas institutions of higher learning should recruit qualified Hispanic faculty who will serve as role models and guidance counselors for Hispanic students, many of which come from disadvantaged backgrounds.

KACHA recommends that the state legislature, in conjunction with the state board of education and local school boards, develop quality English communication programs for all students.

Language Education

The following recommendations are made in hope of ameliorating the symptoms of functional illiteracy and failure in the public school system among Hispanic students with poor English communication skills. Hispanics experience a disproportionately high rate of failure in school. This holds true for limited English proficient students as well as monolingual speakers. Furthermore, non-Hispanics show a lack of understanding and appreciation of foreign culture and languages.

KACHA recommends that the state legislature, in conjunction with the state board of education and local school boards, develop English communications programs for all students.

KACHA recommends that the state legislature, in conjunction with the state board of education and local school boards, develop a strong foreign language curriculum in order to prepare our youth for competition in a ever growing global economy.

KACHA recommends that the state legislature increase funds to provide a comprehensive Limited English Proficient (LEP) curriculum stressing acquistion of English skills. English language knowledge encourages LEP student retention in school and more rapid assimilation into our scholastic and social mainstream.

KACHA recommends all school districts with significant numbers of LEP students develop scholarship programs similar to the one recently implemented by Unified School District No. 457 of Garden City. This program awards as many as six $8,000 scholarships to Asian and Hispanic students who pursue a teaching career in bilingual education. Upon graduation scholarship recipients are required to return and work in that school district as professionals.

KACHA recommends that the Kansas Board of Regents require all member institutions establish programs granting degrees and certification in bilingual education.

KACHA recommends that school districts, either individually or cooperatively, apply for funds under Federal Title VII of the Bilingual Education Act for staff training and development.

Employment

These recommendations are made in hopes of upgrading and expanding employment opportunities and programs for the Hispanic community.

KACHA recommends that the Department of Human Resources encourage service delivery areas, under the Job Training and Partnership act, to fund community based organizations as a more effective means of reaching Hispanic dropouts and youth at risk.

KACHA recommends that all departments under state government take positive and decisive steps in prioritizing and implementing their affirmative action plans.

KACHA recommends that the Department of Human Resources, in conjunction with the Kansas Commission on Civil Rights, monitor hiring and promotional practices to ensure discrimination in the private sector resulting from employer sanctions of the Immigration Reform and Control Act of 1986 is minimized.

Housing

A safe, comfortable home is where children learn to love through enriching experiences with the extended family. These experiences will guide him as he confronts the outer world. Research shows a family in a secure home will have a better outlook on life and a better prospect for a successful future. With this in mind, and with hopes of improving the quality and quantity of homes available to Hispanics, KACHA makes the following recommendations.

KACHA recommends that the Kansas Commission on Civil Rights, in conjunction with KACHA and community based orgnizations, target Hispanics in its dissemination of information on housing discrimination on the basis of color, race, religion or ethnic origin.

KACHA recommends that the Department of Human Resources monitor migrant housing being provided by growers to ensure compliance with applicable Occupational Safety and Health Administration standards.

Economic Development

An accepted fact is that the majority of all Hispanic businesses are eating establishments. The following recommendation is made in hopes that stimulation and assistance from state government will encourage Hispanic entrepreneurs to expand into other areas of commerce and industry.

> KACHA recommends that the state legislature promote small minority businesses by offering incentives that develop a set-aside state procurement program of services and goods from minority enterprises.

Health and Social Welfare

If Kansas is to stave off many of the diseases and afflictions that now confront our nation, we must base an aggressive health and social welfare program on education and prevention. These recommendations are made in hopes of expanding and improving the quality of public health and social welfare programs available to Hispanics.

> KACHA recommends that the Department of Health and Environment receive strong support in its efforts to obtain funding from the United States Department of Health and Human Services. This funding is to address the following: disproportionate incidence of infant mortality, lack of prenatal care, and low birth rate among blacks and Hispanics. We further recommend the state legislature look favorably toward committing resources to this endeavor. If such a program were to be funded, implementation efforts should fully involve community based organizations.
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> KACHA recommends that an all out effort be placed on AIDS educational and prevention programs. It should specifically target Hispanics and other minorities in recognition of the high incidence of AIDS in this population.
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> KACHA recommends that the legislature, state board of education and local school boards jointly review and upgrade substance abuse, prevention and educational programs in public schools. We further recommend they appropriate special funding for programs designed to treat this urgent issue. Special attention should be given to middle schools and high schools where substance abuse is more apt to occur.

The KACHA advisory board members and staff have demonstrated a true commitment as advocates for the progress of the Kansas Hispanic community in 1987. In concert with its Hispanic constituency, KACHA accomplished its statutory requirements by consistently planning and providing innovative programs for and by Hispanics. In concluding this report KACHA reaffirms its commitment to strive for a better quality of life for all Hispanics and to work for the common good of all Kansans.